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THIS BOOK DOES  
NOT CIRCULATE

AGREEMENT

Between

DEPTFORD TOWNSHIP BOARD OF EDUCATION

And The

DEPTFORD EDUCATION ASSOCIATION

70-71

5/19/70

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ARTICLE I

RECOGNITION

- 1 A. The Deptford Township Board of Education, Deptford  
2 Township, Gloucester County hereafter known as the Board hereby  
3 recognizes the Deptford Education Association hereafter known as  
4 the Association as the exclusive representative for collective  
5 negotiation concerning the terms and conditions of employment for  
6 all fully certified personnel under contract and employed by the  
7 Board and so assigned as an employee who teaches students directly  
8 such as class room teacher, special area teacher, plus librarian,  
9 guidance counselors - nurse, social worker.
- 10 B. The Association hereby recognizes the Board as the legal  
11 authority elected as representatives of the people and further  
12 recognizes the responsibilities of the Board and the Superintendent  
13 for the conduct and operation of the school district in compliance  
14 with New Jersey Statutes Title 18A.

## ARTICLE II

### NEGOTIATION PROCEDURES

1 A. The parties agree to enter into collective negotiations  
2 over a successor Agreement, and they agree that this Agreement shall  
3 remain in force until such time as a new Agreement is reached in  
4 accordance with Chapter 303 Public Laws of 1968. Such negotiations  
5 shall begin not later than the third Thursday of October of the  
6 calendar year preceding the calendar year in which this Agreement  
7 expires.

8 B. The Board agrees to furnish the Association upon reason-  
9 able request, such information as will assist the Association in  
10 developing intelligent, feasible and constructive proposals in behalf  
11 of teachers, students, and the school system. This information may  
12 include a complete and accurate financial report and tentative budget  
13 for the next school year.

14 C. The Association agrees to furnish the Board and Superin-  
15 tendent upon reasonable request, research information and data,  
16 gathered by the Association, that will assist the Board and the  
17 Superintendent in the development of sound educational programs.

18 D. During the term of this Agreement neither party shall be  
19 required to negotiate with respect to any matter whether or not  
20 covered by this Agreement and whether or not within the knowledge  
21 contemplation of either or both of the parties at the time they  
22 negotiated or executed this Agreement.

23 E. This Agreement shall not be modified in whole or in part  
24 by the parties. Board Policy shall prevail on all matters not  
25 covered by the Agreement.

ARTICLE III  
GRIEVANCE PROCEDURE

1 A. A grievance based on an alleged violation of this Agreement,  
2 ~~or a dispute~~ involving the meaning, interpretation or application shall  
3 be processed within the specified time limits. The time limits specif-  
4 ied may be extended by mutual agreement.

5 B. The Process

6 Level one: An employee shall first discuss this grievance  
7 with his immediate supervisor and/or principal directly, with the  
8 objective of resolving the matter informally.

9 Level two: If the aggrieved person is not satisfied with  
10 the disposition of his grievance at level one or if no decision has  
11 been rendered within five (5) school days after presentation of the  
12 grievance, he may file the grievance in writing with his immediate  
13 supervisor and/or principal and the Superintendent of Schools.

14 Level three: Within ten (10) days of receipt of such  
15 written grievance, the Superintendent or his designee shall meet  
16 with the aggrieved employee in an effort to settle the grievance.

17 Level four: In the event that the grievance shall not  
18 have been disposed of at level three or in the event that the  
19 grievance shall not have been disposed of within ten (10) school days  
20 after the level three meeting, the grievance shall be referred in  
21 writing to the Board of Education. Within fifteen (15) school days  
22 the Board shall meet with the Association negotiation committee in an  
23 effort to settle the grievance.

24 Level five: In the event that the grievance shall not have  
25 been satisfactorily disposed of at level four or in the event that no  
26 decision has been rendered within twenty (20) school days after the  
27 level four meeting, the aggrieved may within ten (10) school days  
28 refer the unsettled grievance to an advisory board.

29 C. Advisory Board

30 The advisory board shall be appointed within thirty (30)  
31 days following the request of either party to the other. It shall  
32 consist of one member named by the Board and one member named by  
33 the Association. A third member, who shall be chairman, shall be  
34 named by the first two named advisors.

ARTICLE III - continued

1 The advisory board shall have authority to confer separately or  
2 jointly with the Board, the Superintendent, and the Association, or  
3 to use any other source of information.

4 The advisory board shall make recommendations for resolution  
5 within thirty (30) days. The recommendation shall be submitted to  
6 both parties, the Board and the Association.

7 The advisory board recommendation after twenty (20) days  
8 may be made public by either party, the Board or the Association.

9 D. Costs

10 The cost and expenses incurred in securing and utilizing  
11 the services of a consultant are the responsibility of the party  
12 engaging this service. In the event an advisory board is used, the  
13 Board will bear the expense of its appointee and both parties will  
14 share equally the cost of the third member.

15 E. Representation

16 1. The aggrieved may be represented at all stages of the  
17 grievance procedure by himself or at his option by a representative.  
18 When the aggrieved is not represented by the Association, the  
19 Association shall have the right to be present as observer.

20 2. The Superintendent may assign for his services a  
21 consultant and counsel to be present at all stages of the proceedings.

22 F. Record Keeping

23 1. Documents, communications and records dealing with the  
24 processing of a grievance shall be filed in a separate grievance file  
25 and shall not be kept in the personnel file of any of the participants.

26 G. All meetings and hearings under this procedure shall not  
27 be conducted in public and shall include only such parties in  
28 interest and their representatives and counsel.

ARTICLE IV

RIGHTS

1 A. Nothing contained herein shall be construed ~~to deny or~~  
2 ~~restrict to~~ any employee such rights as he may have under New Jersey  
3 School Law.

4 B. No employee shall be disciplined without just cause.

5 C. Nothing contained herein shall be construed to deny the  
6 Board or Superintendent their rights at any time to call a meeting  
7 of the educational staff to present its position in any matter that  
8 in its judgment may affect the educational program.

9 D. The Board reserves to itself sole jurisdiction and authority  
10 over matters of policy and retains the right, subject only to the  
11 limitations imposed by the language of this Agreement, in accordance  
12 with applicable laws and regulations (a) to direct employees of  
13 the school district, (b) to hire, promote, transfer, assign, and  
14 retain employees in positions in the school district, and for just  
15 cause, to suspend, to demote, discharge, or take other disciplinary  
16 action against employees, (c) to relieve employees from duty because  
17 of lack of work or for other legitimate reasons, (d) to maintain the  
18 efficiency of the school district operations entrusted to them, (e)  
19 to determine the methods, means and personnel by which such operations  
20 are conducted and (f) to take whatever actions may be necessary  
21 to carry out the mission of the school district in situations of  
22 emergency.

ARTICLE V

PRIVILEGES

- 1 A. The Association or its named representative shall be  
2 privileged to transact official Association business on property  
3 at reasonable times, provided that this shall not interfere with  
4 or interrupt any individual assignment or the normal operation of  
5 the school.
- 6 B. The Association or its named representatives shall be  
7 privileged to process school-building-use applications for unit  
8 activities.
- 9 C. The Association shall be privileged the exclusive use  
10 of a bulletin board in each school building in addition to space  
11 on the bulletin board of the central office where one is in exist-  
12 ence. The location of the Association bulletin board may be  
13 designated by the Association president so long as it does not  
14 interfere with the orderliness of the area.
- 15 D. The Association shall be given one (1) hour during teacher  
16 orientation to conduct official Association business.



ARTICLE VI

SCHOOL CALENDAR - LENGTH OF DAY - WEEK - YEAR

- 1 A. The school calendar shall be as set forth by the Board.
- 2 B. School Day - The school day shall start fifteen (15) minutes  
3 before the official opening for pupils in the morning and shall last  
4 until thirty (30) minutes after dismissal of pupils at the close of  
5 the normal school day unless the time is reduced by the principal.
- 6 C. School Week - The school week shall consist of five full  
7 working days, Monday through Friday inclusive, except where legal  
8 holidays and vacation periods are included in the school calendar.
- 9 D. School Year - The school year shall be ten calendar  
10 months for professional employees who hold a ten-month contract.
- 11 E. The parties recognize that some of the duties of professional  
12 employees may extend beyond the defined school day. These duties may  
13 be in the amount of one hundred (100) hours during the school year  
14 in excess of assignments for which extra compensation is paid. These  
15 hours may be spent on the school premises, in charge of pupil activities,  
16 or other approved activities. They may also include attendance at  
17 PTA meetings, service on curriculum and other committees, and such  
18 items as chaperoning of social and athletic events and working with  
19 individual pupils.

ARTICLE VII  
TEACHING LOAD

- 1 A. The administration shall endeavor to minimize the additional  
2 responsibilities to the normal teaching assignments.
- 3 B. Elementary School - In addition to the normal teaching  
4 assignments in the elementary school, such responsibilities as play-  
5 ground, bus, and cafeteria duty may be included in the daily work  
6 load.
- 7 C. Secondary School - The typical assignment in the secondary  
8 school shall include five teaching periods, study hall, and a pre-  
9 paration period. Teachers may also be assigned a home room, hall  
10 duty, bus or cafeteria duty, extra-curricular duties, and other  
11 responsibilities defined within the scope of the school day.

ARTICLE VIII

CLASS SIZE

1 A. The administration shall endeavor to maintain maximum  
2 class size in the self-contained elementary grades within the limits  
3 of twenty-five to thirty-two pupils.

4 B. Class size in kindergarten and special education areas  
5 shall not exceed the limits established by law. The enrollment in  
6 remedial sections shall approximate fifteen, and specialized depart-  
7 ments in home economics and industrial arts shall not exceed twenty-  
8 five pupils.

9 C. In the secondary school, the administration shall endeavor  
10 to maintain class sizes to a maximum of twenty-eight pupils or a  
11 daily schedule of five classes with a total pupil load of one hundred  
12 and forty pupils.

ARTICLE IX

EMPLOYMENT

1 A. The best qualified shall be given full consideration.  
2 Certification requirements shall be made known to all applicants  
3 for professional positions. The Board shall act upon the recommenda-  
4 tion of the Superintendent.

5 1. Agreement as to Initial Salary - Whenever a person  
6 shall hereafter accept office, position or employment as a member  
7 of the Deptford Township Public School District, his initial place  
8 on the salary schedule shall be at such point as may be agreed  
9 upon by the employee and the Deptford Township Board of Education.

10 2. Academic Year - Shall mean the period between the  
11 opening day of school in Deptford Township after the general summer  
12 vacation, or ten days thereafter, and the next succeeding summer  
13 vacation.

14 3. Years of Employment - Shall mean employment by a  
15 fully certified teacher for one academic year in any publicly  
16 owned and operated college, school or other institution of learning  
17 for one academic year in this or any other state or territory of  
18 the United States.

19 4. Credit for Military Service - Every member who,  
20 after July 1, 1949, has served or hereafter shall serve, in the  
21 active military or naval service, in the women's army corp, the  
22 women's reserve of the naval reserve, or any similar organization  
23 authorized by the United States to serve with the army or navy,  
24 in time of war or an emergency, or for or during any period of  
25 training, or pursuant to or in connection with the operation of  
26 any system of selective service, shall be entitled to receive  
27 equivalent years of employment credit for such service as if he  
28 had been employed for the same period of time in some publicly  
29 owned and operated college, school or institution of learning in  
30 this or any other state or territory of the United States, except  
31 that the period of such service shall not be credited toward more  
32 than three (3) employment or adjustment increments.

ARTICLE IX continued

1 B. The salary guide for employees covered by this

2 Agreement are set forth:

DEPTFORD TOWNSHIP PUBLIC SCHOOLS

SALARY GUIDE

1970/71

Steps	Non Degree	B.A.	B.A.+30	M.A.	M.A.+30
1	6,050.	7,050.	7,350.	7,650.	7,950.
2	6,350.	7,350.	7,650.	7,950.	8,250.
3	6,650.	7,650.	7,950.	8,250.	8,550.
4	6,950.	7,950.	8,250.	8,550.	8,850.
5	7,250.	8,250.	8,550.	8,850.	9,150.
6	7,550.	8,550.	8,850.	9,150.	9,450.
7	7,850.	8,850.	9,150.	9,450.	9,750.
8	8,150.	9,150.	9,450.	9,750.	10,050.
9	8,450.	9,500.	9,800.	10,100.	10,400.
10	8,750.	9,850.	10,150.	10,450.	10,750.
11	9,050.	10,200.	10,500.	10,800.	11,200.
12	9,350.	10,600.	10,900.	11,200.	11,600.

SUPPLEMENTAL SALARY GUIDE

1. Guidance Counselors, Speech Correctionist, Reading and Special Education teachers:

<u>Years</u>	<u>Salary</u>
1st . . . . .	\$200.
2nd . . . . .	300.
3rd . . . . .	400.

2. Department Heads and other special assignments

\$150. - \$600. range

CO-CURRICULAR ACTIVITIES SALARIES

DEPTFORD HIGH SCHOOL

<u>Position</u>	<u>Salary</u>	<u>Position</u>	<u>Salary</u>
Athletic Director	\$ 800	Head Basketball	\$ 550
Head Football	750	Assistant Basketball	425
Assistant Football	500	Freshman Basketball	350
Assistant Football	450	Head Basketball (G)	375
Assistant Football	450	Assistant Basketball (G)	250
Assistant Football	450	Freshman Basketball (G)	250
Assistant Football	450	Head Baseball	450

## ARTICLE IX -- continued

CO-CURRICULAR ACTIVITIES SALARIES

## DEPTFORD HIGH SCHOOL

<u>Position</u>	<u>Salary</u>	<u>Position</u>	<u>Salary</u>
Assistant Baseball	\$ 300	Student Council	\$ 325
Assistant Baseball	300	Yearbook Advisor	325
Assistant Baseball	300	Yearbook Advisor	275
Head Wrestling	500	Senior Play Advisor	175
Assistant Wrestling	350	Junior Play Advisor	175
Head Track	450	Stage Craft	250
Assistant Track	350	Stage Craft	250
Cross Country	350	Bowling (G)	175
Indoor Track	350	Bowling (B)	250
Soccer	425	Public Relations	200
Assistant Soccer	300	Newspaper Advisor	425
Head Hockey	325	Softball (G)	325
Assistant Hockey	200	Assistant Softball	200
Freshman Hockey	200	Tennis (B)	200
Intramurals (B)	300	Tennis (G)	200
Intramurals (G)	300	Debating	200
Band Director	750	Culture Club	125
Assistant Director	425	Audio-Visual Director	200
Majorettes	325	Director Student Activities	500
Cheerleaders	375		
MONONGAHELA			
Athletic Director	350		
Football	450	Student Council	200
Assistant Football	300	Newspaper Advisor	175
Basketball (B)	325	Band Director	250
Basketball (G)	250	Majorettes	125
Track	300	Cheerleaders	175
Hockey	200	Bowling (B)	175
Baseball	250	Bowling (G)	175
Softball	200	Wrestling	325
Intramurals (B)	300	Audio-Visual	175
Intramurals (G)	175	Public Relations	200
Director Student Activities	300		

## ARTICLE X

### ASSIGNMENTS TRANSFERS AND REASSIGNMENTS

1 A. Transfer of professional personnel shall take place at  
2 the request of employee or by the chief administrator when it is  
3 in the best interest of the children and the school system.

4 B. Teacher Initiated Transfer - The teacher shall submit his  
5 request for transfer to the Superintendent of Schools in writing by  
6 February 28th. This request shall include the placement desired  
7 and the reasons for the request.

8 The Superintendent of Schools shall notify the principals  
9 and supervisors concerned with the transfer and they in turn shall  
10 interview the teacher initiating the request.

11 After consulting with the principals and supervisors con-  
12 cerned, the Superintendent shall notify the teacher concerning the  
13 decision made.

14 C. Administration Initiated Reassignment - After consultation  
15 with the principals and supervisors concerned, the Superintendent  
16 shall notify the teacher whose transfer is pending. The teacher  
17 shall be provided the opportunity of discussing the pending transfer  
18 and any objections shall be duly considered.

19 After the completion of the consultation, the Superintendent  
20 shall notify the teacher as to the decision of the transfer.

21 D. Transfer shall be restricted normally to the opening date  
22 of school or it may be made at other times when deemed necessary by  
23 the Superintendent.

24 Seniority may be a factor in evaluating a request for  
25 transfer by an employee.

26 An exchange of two teachers at the request of the teacher  
27 involved who hold comparable certification may be permitted at the  
28 discretion of the Superintendent.

29 Requests for transfer may be renewed annually.

30 Tentative building assignments, within the teacher's certified  
31 subject areas, shall be announced with the issuance of salary statements  
32 and/or contracts on or before April 30th, if administratively feasible,  
33 provided a completed agreement has been reached for the succeeding year.

34 E. All vacancies shall be announced by posting in the schools.  
35 Applications shall be made in writing to the Superintendent of Schools.

ARTICLE XI

TEACHER EVALUATION

- 1 A. Principals shall keep employees informed as to whether  
2 or not the kind of service they are rendering is satisfactory in  
3 terms of the standards of the school district. Written evaluation  
4 reports are to be sent to the employees by the principals with copies  
5 forwarded to the Superintendent.
- 6 B. Evaluation reports should include strengths, weaknesses,  
7 and specific suggestions for improvement.
- 8 C. Written evaluations shall be given to the employee for  
9 her signature and comments prior to submission of the reports to  
10 the Superintendent.
- 11 D. The use of audio system for observing teacher performance, if  
necessary, shall be used only with the teacher's knowledge.



ARTICLE XII  
EDUCATIONAL COUNCIL

1 A. The scope of this Educational Council is virtually unlimited  
2 as to subjects appropriate to its interest. All matters which relate  
3 to the education of children or the effectiveness of teaching are  
4 matters of concern to this committee. It advises the Superintendent,  
5 at his request, in matters requiring his action; it calls to his  
6 attention matters it considers of importance to the Superintendent  
7 or to the Board of Education; it serves as a channel of communication  
8 between the Superintendent and the faculty to bring better under-  
9 standing in both directions about matters affecting the schools and  
10 the teachers.

11 B. It is the purpose of this Council to provide the highest  
12 quality professional counsel to the Superintendent in all matters  
13 which he places before the group or which it determines, in its  
14 wisdom, to call to his attention. Such responsibility calls for the  
15 election of teacher members whose professional stature, insight and  
16 wisdom are such that they enjoy the respect and confidence of their  
17 colleagues in dealing with matters affecting education in Deptford  
18 Township.

19 The Deptford Educational Council is not a legislative or  
20 a decision-making body. It shall be advisory. The Board of Education  
21 or its executive officer, the Superintendent, acting within policies  
22 laid down by the Board, must accept by law the responsibility for making  
23 decisions.

24 C. Membership - The Educational Council shall include three high  
25 school teachers, two junior high school teachers, four elementary teachers  
26 (each of the teachers in the schools shall be entitled to elect said  
27 representative), one high school administrator (to be elected by the high  
28 school administrators), one junior high administrator (to be elected by  
29 the junior high administrators), one elementary administrator (to be elected  
30 by the elementary administrators), the Assistant Superintendent of Schools,  
31 Director of Secondary Education, Director of Elementary Education, Director  
32 of Special Services, Superintendent of Schools ex officio, and the President  
33 of the Association ex officio.

ARTICLE XII—continued

1           Even though the membership is a cross-section of the faculty,  
2   the members of the Educational Council function in a larger framework  
3   than that of a representative body limited by directives from those groups  
4   represented. Members are expected to communicate fully and freely with  
5   those they represent. The wishes and opinions of their group should be  
6   given high respect and full consideration. But, in the deliberations of the  
7   Deptford Township Educational Council, it is their unbiased opinion and  
8   mature judgment which members owe to themselves, to their group, and to the  
9   schools of Deptford Township.

10 D. Election of Education Council

11           1. A six member committee, three members appointed by the  
12   Superintendent of Schools, three members appointed by the President of the  
13   Association shall conduct the election for membership to the Council.

14           2. The election of Council members shall take place on  
15   the first Tuesday of October to be followed by a meeting of the elected  
16   members on the second Tuesday of October for the purpose of organization.

ARTICLE XIII

SICK LEAVE

- 1 A. Definition of Sick Leave - Sick leave is hereby defined to  
2 mean the absence from duty of any person because of physical disability,  
3 illness or injury, or quarantine or exclusion from school by medical  
4 authorities.
- 5 B. Sick Leave Allowable - All persons who are steadily employed  
6 full time by the Board of Education shall be allowed sick leave with  
7 full pay to the amount of ten (10) days in any given year.
- 8 C. Accumulated Sick Leave - Ten days of allowable sick leave  
9 not utilized in any year shall be cumulative to be used for additional  
10 sick leave in subsequent years.
- 11 D. Physician's Certificate Required for Sick Leave - A physician's  
12 certificate may be requested by the Superintendent when sick leave is  
13 claimed after five consecutive working days absence.
- 14 E. Workmen's Compensation - Workmen's compensation awards shall  
15 be deducted from the regular salary of the employee for the days absence  
16 covered by Workmen's Compensation Act. The time lost from employment under  
17 the Workmen's Compensation Act shall not be deducted from days permitted  
18 for regular sick leave allowances.

ARTICLE XIV

PERSONAL LEAVE

1 A. The Board of Education upon recommendation of the  
2 Superintendent of Schools shall grant a total of seven (7) days leave  
3 per school year (not to be accumulated) to any regularly employed  
4 person for the following emergencies or conditions.

5 1. Death in immediate family (immediate family - mother  
6 father, mother-in-law, father-in-law, children, husband, wife, brother,  
7 sister, or any relative who has lived within the same household for a  
8 period of over two years. Other emergency situations may be judged on  
9 their own merits by a committee set up annually by the Superintendent of  
10 Schools)

11 2. Emergency in immediate family.

12 3. Religious holidays - written request must be submitted  
13 ten days in advance of days requested.

14 4. Marriage - such request shall be submitted in writing  
15 one month in advance of days requested.

16 5. Up to total of three (3) days at the end of a school  
17 year to attend summer institute classes or to travel to the place  
18 where such classes are to be held.

19 6. Personal Business - One day per year. Such request  
20 shall be submitted in writing, forty-eight hours in advance of  
21 the day requested.

22 7. Visitation Leave - One day per year may be granted by  
23 the Superintendent of Schools to any personnel, for school visitation  
24 and observation in other school systems. In each case a written  
25 report shall be submitted to the principal who will forward it to  
26 the Superintendent. Arrangements for such visitation shall be  
27 made by the building principal, with the approval of the Superintendent.

ARTICLE XV

MATERNITY LEAVE

- 1 A. Maternity leave without pay shall be granted to all teachers  
2 under tenure for six months or as much longer as the Board of Education  
3 shall determine. Request for maternity leave, without pay, shall be  
4 made by a teacher between the third and fifth months of pregnancy, and  
5 leave shall be granted no later than the beginning of the sixth month.  
6 A teacher may file a request to return to work six weeks after the birth  
7 of a child upon the presentation of a medical certificate stating she is  
8 capable of performing her duties. If a teacher decides not to return, she  
9 should notify the Superintendent by giving notice or resignation at least  
10 ninety days before the leave expires. A teacher shall be credited for  
11 salary increment purposes as follows:  
12 3 - 6 months of teaching, 1/2 year credit  
13 7 - 10 months of teaching, 1 year credit  
14 B. The teacher shall be reassigned to the position held at  
15 the time the leave was granted, if possible.

ARTICLE XVI  
SABBATICAL LEAVE

1           Upon recommendation of the Superintendent of Schools,  
2 sabbatical leave may be granted to any certificated member of the  
3 staff by the Board of Education subject to the following conditions:

4 A.           Requests for sabbatical leave must be received by the  
5 Superintendent of Schools in writing, in such form as may be required  
6 by him. Such requests must be in the Superintendent's hands no later  
7 than October 31st of the fiscal year preceding the school year for  
8 which the sabbatical leave is requested.

9 B.           Notification of applicant selected shall be given to  
10 applicants by March 15th of the fiscal year of the fiscal year  
11 preceding the school year in which the sabbatical leave is requested.

12 C.           The applicant must have completed at least eight consecutive  
13 full school years of service in the Deptford Township Public Schools.

14 D.           Payment for sabbatical leave is granted on the following  
15 basis:

16               1. The full annual contracted salary (2 semesters of  
17 schooling) will be granted for a full year's leave for study.

18               2. One-half (1/2) the annual contracted salary will be  
19 granted for one semester (1/2 year) of study.

20               3. One-fourth (1/4) the annual contracted salary will be  
21 granted for one full year's leave for travel.

22 E.           The benefactor will agree to return to the Deptford Township  
23 Public Schools for four full years of employment on appropriate salary  
24 scale following the leave.

25               If the benefactor of the sabbatical leave does not fulfill  
26 his return agreement to Deptford Township Public Schools, he will be  
27 obligated to reimburse the Board of Education for the salary received  
28 during the sabbatical leave although service credit will be granted  
29 according to the following plan.

30		% of salary to be reimbursed to the Board of Education
31	<u>Leaving Before</u>	
32	2 years service	100% of annual salary
33	3 years service	40% of annual salary
34	4 years service	20% of annual salary

ARTICLE XVI - continued

- 1 F. To the extent feasible, with due regard for the interests
- 2 of school program, teachers returning to work after a sabbatical
- 3 leave shall be offered the same or a similar position.
- 4 G. A sabbatical year will be considered as a year of teaching
- 5 experience in determining the individual's salary.
- 6 H. The Board of Education will grant a maximum of one sabbatical
- 7 leave per year subject to these conditions.

ARTICLE XVII

INSURANCE PROTECTION

- 1 A. The Board of Education shall adopt a health insurance plan
- 2 equivalent in benefits to the state health insurance plan of Blue Cross,
- 3 Blue Shield, and Major Medical.
- 4 B. Enrollment shall be optional.
- 5 C. The Board of Education shall pay 50% of the premium cost to
- 6 insure only the employee for a single coverage.



ARTICLE XVIII

PROFESSIONAL DEVELOPMENT AND EDUCATIONAL IMPROVEMENT

- 1 A. The Board agrees to pay one hundred dollars (\$100)
- 2 maximum per year toward tuition and other expenses incurred in
- 3 connection with course work taken at a recognized college or
- 4 university with prior approval by the Superintendent of Schools.
- 5 B. Verification of credits earned shall be submitted with the
- 6 voucher for payment.

ARTICLE XIX

MISCELLANEOUS PROVISIONS

1 A. The Board will be informed only through the Superintendent  
2 in any matter requiring its decision. Any employee or employee  
3 group should communicate through the proper channels of authority.  
4 When the matter requires Board action it shall be directed through  
5 proper channels to the Board of Education.

6 B. It is agreed by both parties that the negotiations will be  
7 conducted without the use of pressure tactics. The parties also agree,  
8 during the period of negotiations that the only publicity accorded the  
9 negotiations by the parties will consist of a joint press release or,  
10 in the event the parties are unable to agree upon wording, a joint  
11 press release stating that "no progress has been made."

12 C. It is understood by all parties that under the ruling of  
13 the Courts of New Jersey and the State Commissioner of Education,  
14 the Board of Education is forbidden to waive any rights or powers  
15 granted it by law.

16 D. The parties agree to follow the procedures outlined in  
17 the Agreement, and to use no other channels to resolve any question  
18 or proposal until the procedures within this Agreement are fully  
19 exhausted.

20 E. Terms of contracts of non-tenure teaching personnel are  
21 negotiable only between the individual and the Board.

22 F. There shall be no discrimination in practices and procedures  
23 of the school system policies in hiring, training, assignments,  
24 promotions, transfer or discipline of employees on the basis of race,  
25 creed, color, religion, national origin, sex, domicile, marital status,  
26 or association activities.

27 G. Whenever any notice is required to be given by either party  
28 of this Agreement to the other, pursuant to the provisions of this  
29 Agreement, either party shall do so in writing with signed receipt of  
30 delivery, at the following addresses:

31 1. If by the Association to the Board -  
32 1555 Good Intent Road  
33 Deptford, New Jersey

34 2. If by the Board to the Association - The school building  
35 where the President of the Association is assigned.

ARTICLE XX

AGREEMENT

1                   It is agreed between the Board of Education of  
2   Deptford Township in the County of Gloucester party of the first  
3   part and the Deptford Education Association party of the second  
4   part, that the content of this Agreement shall be effective as  
5   of July 1st 1970 and shall continue effect until June 30<sup>th</sup> 1971.

6   Resolution of Adoption by the Board of Education:

7   \_\_\_\_\_  
8   \_\_\_\_\_  
9   \_\_\_\_\_

10   Date May 20, 1970

11   Deptford Township Board President Richard Green (Signature)

12   Deptford Education Association President Glenn J. Nec (Signature)

13   Attested John Heck (Signature) Board of Education Secretary

14                   Sue Yoder (Signature) Negotiation Chairman